

GUIDANCE FOR RESPONSIBLE EMPLOYEES

Responding to sexual violence is complicated and difficult. Local conditions and case specifics vary widely. For more information, contact UCEAP Systemwide Title IX Liaison, Inés DeRomana at ideromana@eap.ucop.edu

STUDENT OPTIONS

Once you have received word of a report, students are not required to do anything. It is your role to support the student and share resources for the student to make a decision about how they would like to proceed.

As “Responsible Employees,” UCEAP representatives abroad must send a report with the name of the student to the UCEAP Title IX Liaison who will share it with the student’s campus Title IX Office and the CARE Advocate.

If the report involves two UCEAP students, and the student is not sure whether they want to file an official complaint, the report can be noted as such and the relevant campus Title IX Office(s) will assess the situation.

STUDENT PRIVACY

While the University of California will protect the privacy of individuals involved in a report of prohibited conduct to the extent permitted by law and by University policy and procedures, an investigation may involve interviews with a number of persons to inquire if they have relevant evidence, and extremely sensitive information may be gathered. While such information is considered confidential, University policy may require the disclosure of certain information during or following an investigation.

CONFIDENTIAL RESOURCES FOR STUDENTS

UC Berkeley

PATH TO CARE CENTER

Ph: +1 (510) 642-1988 | Email: pathtocare@berkeley.edu
sa.berkeley.edu/dean/confidential-care-advocate

UC Davis

CARE

Ph: +1 (530) 752-3299 | Email: ucdcare@ucdavis.edu
care.ucdavis.edu

UC Irvine

CARE

Ph: +1 (949) 824-7273 | Email: care@uci.edu
care.uci.edu

UC Los Angeles

CARE PROGRAM

Ph: +1 (310) 206-2465 | Email: advocate@careprogram.ucla.edu
careprogram.ucla.edu

UC Merced

CARE

Ph: +1 (209) 228-7939 | Email: ucmcare@ucmerced.edu
prevent-violence.ucmerced.edu/contact

UC Riverside

CARE

Phone: +1 (951) 827-6225 | Email: advocate@ucr.edu
care.ucr.edu

UC San Diego

CARE

Ph: +1 (858) 534-5793 or +1 (858)-534-4359 (non-business hours)
Email: sarc@ucsd.edu
sarc.ucsd.edu

UC Santa Barbara

CARE

Ph: +1 (805) 893-4613 | Email: care@sa.ucsb.edu
wgse.sa.ucsb.edu/care

UC Santa Cruz

CARE

Ph: +1 (831) 502-2273
Email: care.ucsc.edu
care.ucsc.edu

SEXUAL VIOLENCE AND
SEXUAL HARASSMENT ABROAD:
TITLE IX, U.S. FEDERAL LAW

Guidelines for UCEAP Representatives Abroad who are considered “Responsible Employees”

eap.ucop.edu/Documents/Policies/responsible_employee.pdf

UCEAP SV/SH POLICY

eap.ucop.edu/Documents/Policies/sexual_harassment.pdf

WHO IS A RESPONSIBLE EMPLOYEE?

All UCEAP employees acting on behalf of UCEAP abroad are considered “Responsible Employees” and must report to the Title IX Liaison at the UCEAP Systemwide Office any incidents reported by UCEAP students. The University of California understands that partners may be required to follow their institution’s/country’s privacy laws that may prevent them from sharing any information with the University of California.

If you receive a report, first confirm the student’s safety. Explain your reporting obligations, and report to the Title IX Liaison at the UCEAP Systemwide Office who will, in turn, report the incident to the appropriate UC campus Title IX Officer.

Appropriate and immediate action, in cooperation with the UCEAP Systemwide office, will ensure students receive proper support and response in accordance with U.S. federal law.

If the Respondent (accused) is a non-UC affiliate, the UC campus Title IX Office may still conduct an investigation if there is a possibility that this person has access to UCEAP locations abroad and poses a potential threat to the UCEAP community.

UCEAP REPRESENTATIVES ABROAD ARE NOT CONFIDENTIAL RESOURCES: HOW TO RESPOND

Before a student reveals information they may wish to keep confidential, the UCEAP representative abroad should notify the student that certain details may have to be reported to selected UC officials as defined by Title IX and UC Policy.

When responding to students, be kind but clear that as a Responsible Employee, if a student tells you about an incident that may violate Title IX, you are obligated to provide notification to the UCEAP Title IX Liaison at the UCEAP Systemwide Office who is responsible for reporting to the Title IX office on the reporting student’s home campus.

At the time of initial reporting, the student may request to remain anonymous, and this information should be shared in your initial report.

Let the student know that you appreciate that they have chosen to confide in you. Expressing your concern in a reassuring manner and offering local resources (e.g., counseling, medical services, rape crisis center) is important. Students must make their own choices. Do not pressure the student to make a decision.

Student needs following an incident may range from academic or housing accommodations, insurance coverage, medical appointments, local police reporting, and/or counseling. We must provide the student with resources for support, wellness, accommodations and safety.

A list of confidential resources at each University of California campus can be found on the back of this brochure.

FREQUENTLY ASKED QUESTIONS

Are non-supervisory staff (RAs, interns, assistants) considered “Responsible Employees”?

Non-supervisory staff, unless otherwise indicated as confidential resources (e.g., advocate, counselor/therapist), are Responsible Employees and are required to report any disclosures of sexual violence, sexual harassment, or other prohibited behavior that involves a student (undergraduate, graduate or professional) made to them in the course of their employment.

When do I have to provide notice of student-on-student sexual violence?

The University is on notice if a Responsible Employee knew, or should have known, about the sexual violence. The University can receive notice of sexual violence in many different ways. A student may have filed a grievance with, or otherwise informed local staff; the student’s own disclosure, another student in the program, a student’s friend in California, parent, friend, or other individual may have reported an incident to other local staff in the office, or other Responsible Employee; or a local professor may have witnessed the sexual violence and reported it to a UC Responsible Employee.

Does Title IX protect all students from sexual violence?

Yes. Title IX protects all students abroad.

How should I manage sexual violence complaints in which the complainant and the respondent (accused) are members of the same sex?

Our obligation to respond appropriately to sexual violence complaints is the same regardless of the sex or sexes of the parties involved. Title IX protects all students from sexual violence, regardless of the sex of the alleged perpetrator or complainant, including when they are members of the same sex.